



July 13, 2006

TO: BEACON Support Team Sponsors
BEACON Support Team Leads
HR Directors

FROM: BEACON HR/Payroll Project Team

SUBJECT: BEACON Scope Change Update

As you may know, the North Carolina General Assembly recently authorized a legislative study commission through Senate Bill 1741 to review the State Personnel Act including the current classification system and career banding program. Under this legislation, career banded classifications limited to those approved by the State Personnel Commission on or before June 15, and implemented prior to February 1, 2007, will be included in this phase of the HR/Payroll project. Because of restrictions placed on career banding by this legislation, the BEACON Program made the decision to revise part of the HR/Payroll Project scope and to post-pone the implementation of the personnel development module within SAP. The personnel development functionality within SAP is closely tied to the career banding concept and includes the performance appraisal process and competency tracking.

Once the Legislative Study Commission has evaluated career banding, the BEACON HR/Payroll Project will then address this important functionality in a future phase based on the direction of the General Assembly. We look forward to your continued participation and active contribution in the BEACON HR/Payroll Project. If you have any questions or comments about this change, please feel free to contact the project team directly at BEACON@ncosc.net. Additional information on the project can be found on the BEACON website at www.BEACON.nc.gov. Again, thank you for your assistance in ensuring the success of this important initiative for the State of North Carolina.

CC: BEACON Program Steering Committee
Lynn Muchmore
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